



THE UNIVERSITY OF CALIFORNIA

August 4, 2006

To: UC Postdoctoral Scholars

From: UC Office of the President

Re: UAW Representation Petition

As you probably are aware, the United Auto Workers union (UAW) recently filed a petition with the Public Employment Relations Board (PERB) to represent UC's postdoctoral scholars ("postdocs"), and we are writing to update you on some important recent developments.

Because of a recent change in the state's labor laws, a union can now automatically become the exclusive representative of the employees if it receives more than 50% of the required employee signatures. PERB has informed UC that the union has submitted a large number of cards, and on Monday, August 7, UC will provide PERB with the names of the postdocs who were in the UAW-proposed bargaining unit as of June 30, 2006, the date that PERB has designated to be appropriate for determining whether the union has made its "50% plus one" showing.

A number of postdocs have contacted UC about the union's signature-gathering activities, complaining that they have been misinformed by the union as to what exactly signing a union authorization card means.

Given the number of complaints UC continues to receive from postdocs about the union's organizing activities, the university filed a petition with PERB on August 2 that conveys to PERB, and requests an investigation into, the concerns the postdocs have expressed to the university. We are awaiting word on the steps PERB will take to address the issues raised by our filing.

To be clear, UC neither opposes nor encourages unionization. UC supports employees' rights to determine for themselves whether or not they think unionization is beneficial. UC's singular objective in sharing the postdocs' complaints with PERB is to ensure the integrity of the process and that the postdocs' desires regarding unionization are accurately understood.

We will continue to keep you informed of important developments throughout this process. If you have any questions, please feel free to contact your local Labor Relations office.

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